

Training & Education Resource Model (TERM)

Report by Classification of Instructional Program (CIP)

Based on 2006-2016 occupational projections

Score = average of the five percentiles, using weights 3, 3, 1, 1, 1 (see notes pages for more information)

Rank	CIP Code	CIP Title	Percentiles						Labor Market Data					BLS Ed & Train Code
			Score	Open-ings	Wage	ONET	Growth Rate	Turn-over Ratio	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	
1	13.04	Educational Administration and Supervision	79.7	80	83	77	89	64	424	36.65	657	3.3	1.2	4.0
2	11.01	Computer and Information Sciences, General	78.3	82	77	62	86	79	475	33.78	634	3.1	1.7	4.9
3	51.20	Pharmacy, Pharmaceutical Sciences, and Administration	78.2	72	93	20	95	94	271	47.12	557	4.4	2.6	1.1
4	51.16	Nursing	77.8	97	58	80	75	81	2,774	24.87	660	2.8	1.8	6.3
5	51.04	Dentistry (DDS, DMD)	77.6	47	97	99	87	80	69	64.02	763	3.3	1.7	1.2
5	51.05	Advanced/Graduate Dentistry & Oral Sciences (Cert, MS, PhD)	77.6	47	97	99	87	80	69	64.02	763	3.3	1.7	1.2
7	11.10	Computer/Information Technology Administration & Management	76.1	77	76	65	83	76	334	33.05	638	3.0	1.5	4.9
8	11.05	Computer Systems Analysis	76.0	75	74	67	89	78	310	31.77	642	3.5	1.7	4.9
9	60.01	Dental Residency Programs	75.8	44	98	100	80	76	62	65.07	777	2.9	1.5	1.0
10	11.07	Computer Science	75.4	65	85	57	84	87	166	37.23	625	3.1	2.0	4.6
11	60.02	Medical Residency Programs	74.5	54	100	91	57	62	112	75.97	691	2.1	1.2	1.0
12	14.09	Computer Engineering, General	73.1	60	84	56	83	88	129	37.04	623	3.0	2.1	5.0
12	51.09	Allied Health Diagnostic, Intervention, & Treatment Profess	73.1	89	52	58	87	91	724	22.81	629	3.2	2.3	6.7
14	52.01	Business/Commerce, General	73.0	87	81	64	41	46	672	35.94	634	1.6	0.9	4.6
15	51.06	Dental Support Services and Allied Professions	72.5	88	52	42	98	95	691	22.64	593	4.8	2.6	8.4
16	51.24	Veterinary Medicine (DVM)	71.9	30	89	96	99	94	32	40.94	716	5.0	2.6	1.4
16	51.25	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)	71.9	30	89	96	99	94	32	40.94	716	5.0	2.6	1.4
18	11.09	Computer Systems Networking and Telecommunications (NEW)	71.7	56	69	87	95	89	117	30.11	679	4.4	2.1	5.0
19	11.04	Information Science/Studies	71.5	59	82	81	67	73	126	36.27	660	2.5	1.4	4.5
20	51.22	Public Health	70.3	55	75	90	70	81	115	32.85	687	2.7	1.7	3.9

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			Score	Open-ings	Wage	ONET	Growth Rate	Turn-over Ratio	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	
21	26.11	Biomathematics and Bioinformatics (NEW)	70.2	54	81	48	88	90	112	35.89	607	3.3	2.2	4.7
22	49.01	Air Transportation	69.6	70	96	98	12	18	204	57.44	738	0.7	0.4	6.3
23	51.23	Rehabilitation and Therapeutic Professions	69.5	66	66	63	79	89	177	27.65	634	2.9	2.1	3.0
24	52.02	Business Administration, Management and Operations	69.5	95	73	64	26	31	2,073	31.13	638	1.2	0.6	6.1
25	30.16	Accounting and Computer Science (NEW)	68.7	84	64	36	68	71	515	25.85	580	2.5	1.3	5.2
26	22.00	Non-Professional General Legal Studies (Undergraduate) (NEW)	68.4	61	95	28	59	61	133	54.25	568	2.1	1.1	1.0
26	22.02	Legal Research & Advanced Professional Studies (Post-LL.B./	68.4	61	95	28	59	61	133	54.25	568	2.1	1.1	1.0
28	22.99	Legal Professions and Studies, Other (NEW)	68.2	63	95	29	56	58	141	53.63	570	2.1	1.1	1.2
29	52.16	Taxation	68.1	81	63	34	70	77	455	25.75	575	2.7	1.5	5.3
30	52.11	International Business	67.5	75	94	83	11	8	303	48.38	662	0.7	0.3	4.0
31	44.04	Public Administration	67.4	79	91	69	17	11	393	43.45	645	0.8	0.3	4.3
32	51.27	Medical Illustration and Informatics	67.4	52	78	46	82	88	104	34.08	602	3.0	2.1	5.2
33	52.07	Entrepreneurial and Small Business Operations	67.3	76	92	78	13	10	322	47.09	659	0.7	0.3	4.0
34	60.03	Veterinary Residency Programs	67.0	22	84	98	97	91	25	37.02	736	4.6	2.3	1.0
35	13.13	Teacher Education & Professional Development, Specific Subj	66.7	92	39	67	75	67	952	20.37	640	2.8	1.3	4.9
36	14.35	Industrial Engineering (NEW)	66.4	64	78	66	58	47	164	34.71	639	2.1	0.9	5.0
37	22.01	Law (LL.B, J.D.)	66.1	64	94	22	48	52	163	49.05	560	1.8	1.0	1.7
38	51.01	Chiropractic (DC)	65.8	16	88	83	98	100	17	40.26	670	4.9	3.6	1.8
39	51.12	Medicine (MD)	65.8	23	98	84	69	74	26	67.41	672	2.5	1.4	1.0
39	51.19	Osteopathic Medicine/Osteopathy (DO)	65.8	23	98	84	69	74	26	67.41	672	2.5	1.4	1.0
41	14.08	Civil Engineering	65.8	56	80	95	50	38	117	35.63	708	1.8	0.7	5.0
42	52.14	Marketing	65.4	67	82	37	38	65	188	36.10	587	1.5	1.2	4.2
43	14.10	Electrical, Electronics and Communications Engineering	65.0	73	87	78	10	16	283	39.05	658	0.5	0.4	5.0
44	52.99	Business, Management, Marketing, & Related Support Services	64.8	90	63	35	45	44	807	25.57	578	1.7	0.8	9.2
45	14.02	Aerospace, Aeronautical and Astronautical Engineering	64.7	53	88	89	34	37	109	40.22	686	1.4	0.7	5.0

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			Score	Open-ings	Wage	ONET	Growth Rate	Turn-over Ratio	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	
46	15.12	Computer Engineering Technologies/Technicians (NEW)	64.4	74	67	45	50	58	301	28.59	601	1.8	1.1	5.6
47	51.11	Health/Medical Preparatory Programs	64.1	20	79	86	97	96	22	35.18	676	4.6	2.7	2.3
48	26.13	Ecology, Evolution, Systematics & Population Biology (NEW)	64.1	15	90	73	96	93	16	41.21	651	4.5	2.5	3.0
49	52.10	Human Resources Management and Services	63.9	86	55	34	63	57	625	24.09	574	2.3	1.1	4.9
50	09.09	Public Relations, Advertising, & Applied Communication (N	63.4	72	61	18	68	86	267	25.05	556	2.5	1.8	6.8
51	51.10	Clinical/Medical Laboratory Science and Allied Professions	63.4	70	41	65	85	86	219	20.69	639	3.1	1.9	6.5
52	40.06	Geological and Earth Sciences/Geosciences	63.1	31	76	72	90	85	33	32.99	649	3.5	1.8	2.6
53	19.02	Family & Consumer Sciences/Human Sciences Business Services	62.8	80	65	30	44	56	425	26.49	572	1.7	1.0	6.3
54	40.05	Chemistry	62.6	38	74	66	85	77	42	31.33	639	3.1	1.5	4.2
55	13.12	Teacher Education & Professional Development, Specific Leve	62.2	98	22	52	77	72	2,894	18.02	611	2.8	1.4	5.2
56	14.19	Mechanical Engineering	62.0	67	77	69	29	29	181	33.68	644	1.2	0.6	5.4
57	11.99	Computer & Information Sciences and Support Services, Other	61.6	37	71	93	71	65	41	30.48	697	2.7	1.2	5.0
58	52.12	Management Information Systems and Services	61.5	46	83	52	39	75	67	36.89	612	1.5	1.4	4.6
59	52.15	Real Estate	61.4	87	64	24	32	45	663	25.94	566	1.3	0.8	6.1
60	43.01	Criminal Justice and Corrections	60.8	95	34	80	42	37	1,839	19.64	660	1.6	0.7	9.4
61	03.01	Natural Resources Conservation and Research	60.5	48	54	90	86	62	74	23.15	689	3.1	1.1	4.2
62	13.11	Student Counseling and Personnel Services	60.4	76	40	22	90	82	326	20.62	560	3.5	1.8	3.0
63	13.03	Curriculum and Instruction	60.0	50	43	71	94	97	75	21.06	647	4.1	3.0	3.0
63	13.05	Educational/Instructional Media Design	60.0	50	43	71	94	97	75	21.06	647	4.1	3.0	3.0
65	22.03	Legal Support Services (NEW)	59.5	81	47	5	66	78	456	21.47	507	2.4	1.7	6.8
66	51.02	Communication Disorders Sciences and Services	59.4	46	67	61	67	68	68	28.22	633	2.4	1.3	3.0
67	52.19	Specialized Sales, Merchandising, & Marketing Operations	58.7	91	56	23	31	35	872	24.11	565	1.3	0.7	8.6
68	51.15	Mental and Social Health Services and Allied Professions	58.7	85	20	31	91	92	617	17.50	572	3.6	2.4	6.7

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68	52.08	Finance and Financial Management Services	58.7	96	44	6	40	63	2,151	21.15	510	1.5	1.2	8.4
70	14.23	Nuclear Engineering	58.5	36	92	88	27	27	40	44.68	685	1.2	0.5	4.9
71	14.07	Chemical Engineering	58.5	18	89	94	63	50	19	40.48	702	2.3	0.9	4.7
72	14.14	Environmental/Environmental Health Engineering	57.0	43	79	75	42	30	58	34.96	652	1.6	0.6	4.9
73	51.08	Allied Health and Medical Assisting Services	56.9	93	11	10	100	90	1,044	14.25	543	5.0	2.2	8.9
74	52.03	Accounting and Related Services	56.6	97	34	3	49	66	2,595	19.63	499	1.8	1.2	8.4
75	13.10	Special Education and Teaching	56.3	71	31	45	84	72	227	19.10	599	3.1	1.4	5.1
76	14.21	Mining and Mineral Engineering	56.3	14	86	94	60	54	16	37.72	703	2.2	1.0	4.7
77	52.17	Insurance (NEW)	55.8	92	53	8	29	31	1,001	22.83	536	1.3	0.6	8.2
78	15.10	Construction Engineering Technologies	55.8	55	80	50	21	28	113	35.37	609	1.0	0.6	5.8
79	44.05	Public Policy Analysis	55.6	34	99	91	5	3	36	69.30	691	0.3	0.1	4.0
79	44.99	Public Administration and Social Service Professions, Other	55.6	34	99	91	5	3	36	69.30	691	0.3	0.1	4.0
81	04.04	Environmental Design	55.4	21	85	79	51	53	22	37.12	659	1.9	1.0	4.8
82	11.02	Computer Programming	55.3	35	70	49	57	75	37	30.17	607	2.1	1.4	4.3
82	51.26	Health Aides/Attendants/Orderlies	55.3	93	3	17	92	100	1,141	10.54	555	3.9	4.4	9.6
84	15.11	Engineering-Related Technologies	54.9	51	54	79	60	41	79	23.11	659	2.2	0.8	5.8
85	50.07	Fine and Studio Art	53.1	50	50	39	79	59	78	22.07	589	2.9	1.1	4.3
86	45.06	Economics	53.1	39	62	13	64	98	44	25.22	547	2.3	3.2	4.8
86	52.06	Business/Managerial Economics	53.1	39	62	13	64	98	44	25.22	547	2.3	3.2	4.8
88	14.05	Biomedical/Medical Engineering	52.9	2	86	97	61	54	12	38.15	725	2.2	1.0	4.6
89	51.21	Podiatric Medicine/Podiatry (DPM)	52.8	0	93	95	65	36	10	48.26	707	2.3	0.7	1.0
90	46.04	Building/Construction Finishing, Management, and Inspection	52.7	94	15	46	13	87	1,501	16.26	602	0.7	2.0	9.8
91	47.03	Heavy/Industrial Equipment Maintenance Technologies.	51.8	77	24	81	38	44	332	18.40	660	1.5	0.8	9.4
91	49.02	Ground Transportation	51.8	98	14	38	41	50	2,992	16.06	589	1.6	0.9	10.4
93	04.02	Architecture	51.7	8	87	85	46	49	14	38.65	673	1.7	0.9	4.7

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94	15.08	Mechanical Engineering Related Technologies/Technicians	51.5	73	32	89	28	33	283	19.24	686	1.2	0.6	6.9
95	46.03	Electrical and Power Transmission Installers. Instructiona	51.4	83	35	86	14	9	481	19.83	676	0.8	0.3	9.1
95	51.07	Health and Medical Administrative Services	51.4	96	19	7	54	57	2,478	17.19	516	2.0	1.1	8.6
97	04.06	Landscape Architecture	51.0	4	91	76	48	51	13	41.51	656	1.8	0.9	4.6
98	19.09	Apparel and Textiles	50.9	51	70	53	22	19	86	30.38	614	1.0	0.4	5.6
99	47.06	Vehicle Maintenance and Repair Technologies	50.7	88	23	59	30	34	707	18.14	633	1.3	0.6	7.7
100	01.01	Agricultural Business and Management	50.4	85	40	35	22	22	531	20.52	577	1.0	0.5	7.9
100	52.13	Management Sciences and Quantitative Methods	50.4	42	68	43	37	42	55	29.73	594	1.5	0.8	3.1
102	01.06	Applied Horticulture/Horticultural Business Services	50.1	99	8	5	66	60	3,575	12.96	505	2.4	1.1	10.6
103	43.02	Fire Protection	49.8	74	27	99	34	14	285	18.72	753	1.4	0.4	9.0
104	11.08	Computer Software and Media Applications (NEW)	49.6	59	55	25	32	47	128	24.10	567	1.3	0.9	5.0
105	12.04	Cosmetology and Related Personal Grooming Services	49.1	83	6	4	77	93	497	12.17	504	2.9	2.5	7.0
106	51.18	Ophthalmic & Optometric Support Services & Allied Professio	48.8	68	11	15	93	96	190	14.13	550	4.1	2.7	9.7
107	52.04	Business Operations Support and Assistant Services	47.9	100	10	3	52	48	10,795	13.80	502	1.9	0.9	10.5
108	01.08	Agricultural Public Services (NEW)	47.6	62	27	40	74	48	134	18.77	591	2.8	0.9	6.6
109	41.99	Science Technologies/Technicians, Other	47.4	16	44	88	96	63	17	21.14	682	4.5	1.2	6.0
110	14.18	Materials Engineering	47.0	32	71	54	25	34	34	30.62	618	1.1	0.6	7.0
111	04.03	City/Urban, Community and Regional Planning	46.5	34	73	58	25	15	35	31.25	629	1.1	0.4	3.1
112	14.33	Construction Engineering (NEW)	46.3	26	69	55	37	40	29	30.09	621	1.5	0.7	7.3
112	14.36	Manufacturing Engineering (NEW)	46.3	26	69	55	37	40	29	30.09	621	1.5	0.7	7.3
114	54.01	History	46.3	21	53	50	76	67	25	22.99	610	2.8	1.3	2.5
115	46.02	Carpenters	45.5	94	16	74	3	2	1,295	16.58	651	0.1	0.1	9.2
115	46.05	Plumbing and Related Water Supply Services	45.5	78	26	82	9	6	387	18.64	661	0.5	0.3	9.3
117	15.05	Environmental Control Technologies/Technicians	45.5	57	24	87	35	45	118	18.39	682	1.4	0.8	8.8
118	41.03	Physical Science Technologies/Technicians	45.4	29	42	77	76	42	31	20.86	657	2.8	0.8	6.5

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119	15.13	Drafting/Design Engineering Technologies/Technicians (NEW)	45.0	52	48	49	33	23	102	21.68	608	1.4	0.5	7.0
119	50.05	Drama/Theatre Arts and Stagecraft	45.0	33	51	51	55	49	35	22.34	611	2.0	0.9	4.3
121	42.01	Psychology, General	44.8	12	59	32	73	84	16	24.90	572	2.8	1.8	2.0
121	42.02	Clinical Psychology	44.8	12	59	32	73	84	16	24.90	572	2.8	1.8	2.0
121	42.06	Counseling Psychology	44.8	12	59	32	73	84	16	24.90	572	2.8	1.8	2.0
121	42.07	Developmental and Child Psychology	44.8	12	59	32	73	84	16	24.90	572	2.8	1.8	2.0
121	42.17	School Psychology	44.8	12	59	32	73	84	16	24.90	572	2.8	1.8	2.0
126	45.07	Geography and Cartography	44.6	25	57	43	56	55	27	24.61	594	2.1	1.0	7.0
127	01.11	Plant Sciences	44.3	8	72	93	15	51	14	31.09	696	0.8	0.9	4.9
128	15.04	Electromechanical Instrumentation & Maintenance Technologie	44.2	45	15	82	78	59	63	16.15	661	2.9	1.1	7.7
129	13.15	Teaching Assistants/Aides	43.9	89	2	1	53	66	737	10.43	496	2.0	1.2	10.9
130	42.20	Clinical Child Psychology (NEW)	43.8	10	61	30	71	82	15	24.92	572	2.7	1.8	2.0
131	01.09	Animal Sciences	43.7	4	72	92	16	55	13	31.11	694	0.8	1.0	4.9
132	23.11	Technical and Business Writing	43.6	37	57	9	51	52	40	24.26	542	1.9	0.9	4.5
133	50.04	Design and Applied Arts	43.6	69	36	24	26	26	194	20.00	567	1.1	0.5	6.2
134	19.05	Foods, Nutrition, and Related Services	43.4	79	9	8	47	71	399	13.39	532	1.8	1.4	8.9
135	47.01	Electrical/Electronics Maintenance and Repair Technology	43.0	84	25	56	0	5	501	18.59	623	-0.6	0.2	8.4
136	44.07	Social Work	42.6	65	26	19	39	53	165	18.68	557	1.5	1.0	4.9
136	52.05	Business/Corporate Communications	42.6	35	65	11	36	36	37	26.84	543	1.4	0.7	4.7
138	14.37	Operations Research (NEW)	42.0	33	66	47	17	17	35	27.85	606	0.8	0.4	3.0
139	19.07	Human Development, Family Studies, and Related Services	41.8	90	0	15	52	38	793	9.00	552	1.9	0.7	10.5
140	16.01	Linguistics Comparative, & Related Language Studies & Servi	41.8	7	49	23	93	92	13	21.85	563	4.1	2.3	4.5
141	52.18	General Sales, Merchandising & Related Marketing Operations	41.5	99	6	1	35	20	9,810	12.21	497	1.4	0.4	10.8
142	12.05	Culinary Arts and Related Services	41.3	100	1	0	43	26	13,236	9.15	477	1.6	0.5	10.8
143	12.99	Personal and Culinary Services, Other	41.0	15	75	63	16	19	17	32.18	634	0.8	0.4	8.0

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144	25.01	Library Science/Librarianship	40.9	28	46	70	44	32	31	21.17	647	1.7	0.6	3.0
144	25.99	Library Science, Other	40.9	28	46	70	44	32	31	21.17	647	1.7	0.6	3.0
146	46.99	Construction Trades, Other	40.8	91	13	37	6	12	944	14.98	587	0.3	0.4	9.7
147	51.35	Somatic Bodywork and Related Therapeutic Services (NEW)	40.6	49	32	2	47	73	74	19.27	498	1.8	1.4	6.6
148	01.02	Agricultural Mechanization	40.4	63	18	68	24	28	148	17.09	643	1.1	0.6	7.9
149	23.04	English Composition	40.3	17	45	21	78	79	18	21.17	559	2.9	1.7	4.0
150	50.06	Film/Video and Photographic Arts	40.0	40	42	51	31	32	49	20.99	611	1.3	0.6	6.7
151	23.05	Creative Writing	39.9	24	47	19	61	67	26	21.34	557	2.2	1.2	4.3
152	04.05	Interior Architecture	39.7	20	67	57	23	18	21	28.28	628	1.0	0.4	5.5
153	52.09	Hospitality Administration/Management	39.0	71	23	40	18	9	261	18.36	591	0.9	0.3	8.7
154	15.03	Electrical Engineering Technologies/Technicians	38.8	42	56	53	1	1	55	24.16	617	-0.6	0.0	6.0
155	31.05	Health and Physical Education/Fitness	38.7	58	9	62	45	41	124	13.60	634	1.7	0.7	9.5
156	11.03	Data Processing	38.6	68	36	16	7	12	190	19.90	552	0.4	0.4	7.4
157	48.05	Precision Metal Working	38.6	86	14	27	9	11	660	15.28	567	0.5	0.3	9.4
158	46.01	Mason/Masonry	38.0	78	20	38	4	5	377	17.59	588	0.3	0.2	9.1
159	13.02	Bilingual, Multilingual, and Multicultural Education	37.5	9	33	20	91	99	15	19.48	558	3.6	3.4	5.0
159	13.14	Teaching English or French as a Second or Foreign Language	37.5	9	33	20	91	99	15	19.48	558	3.6	3.4	5.0
161	09.07	Radio, Television, and Digital Communication	36.9	38	49	44	8	17	43	22.01	594	0.4	0.4	6.2
161	12.03	Funeral Service and Mortuary Science	36.9	25	51	41	34	29	26	22.44	592	1.4	0.6	7.9
163	15.02	Civil Engineering Technologies/Technicians	35.6	18	48	39	40	43	19	21.51	590	1.5	0.8	6.0
164	30.19	Nutrition Sciences (NEW)	35.5	36	25	14	67	56	37	18.64	549	2.5	1.0	6.4
165	01.04	Agricultural and Food Products Processing	34.4	60	4	16	58	43	130	11.75	555	2.1	0.8	10.6
165	10.02	Audiovisual Communications Technologies/Technicians (NEW)	34.4	62	12	41	7	39	135	14.25	592	0.4	0.7	9.6
167	47.02	Heating, Air Conditioning, Ventilation & Refrigeration Main	34.1	44	18	97	12	14	58	17.06	721	0.7	0.4	9.0
168	25.03	Library Assistant	33.6	66	7	10	54	20	172	12.80	542	2.0	0.4	7.9
169	45.01	Social Sciences, General	32.9	14	17	36	99	68	16	16.68	586	4.9	1.3	6.0

Rank	CIP Code	CIP Title	Percentiles						Labor Market Data					BLS Ed & Train Code
			Score	Open-ings	Wage	ONET	Growth Rate	Turn-over Ratio	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	
170	44.02	Community Organization and Advocacy	32.1	43	39	13	14	15	56	20.49	547	0.8	0.4	8.2
171	48.07	Woodworking	31.9	67	7	34	20	13	179	12.65	573	1.0	0.4	9.5
172	09.99	Communication, Journalism, and Related Programs, Other	31.7	19	46	17	33	39	20	21.19	555	1.4	0.7	4.5
173	39.02	Bible/Biblical Studies	31.6	6	30	26	81	70	13	19.07	567	2.9	1.3	4.8
173	39.03	Missions/Missionary Studies and Missiology	31.6	6	30	26	81	70	13	19.07	567	2.9	1.3	4.8
173	39.04	Religious Education	31.6	6	30	26	81	70	13	19.07	567	2.9	1.3	4.8
173	39.07	Pastoral Counseling and Specialized Ministries	31.6	6	30	26	81	70	13	19.07	567	2.9	1.3	4.8
177	48.08	Boilermaking/Boilermaker (NEW)	31.1	5	37	85	46	23	13	20.24	675	1.8	0.5	9.0
178	01.10	Food Science and Technology	30.9	1	50	48	49	30	11	22.06	606	1.8	0.6	5.7
179	10.03	Graphic Communications (NEW)	30.7	69	8	7	10	27	197	12.88	514	0.6	0.5	10.0
180	01.05	Agricultural and Domestic Animal Services	30.5	48	1	11	53	64	69	10.05	543	2.0	1.2	10.8
181	50.01	Visual and Performing Arts, General	30.4	27	28	47	27	35	30	18.99	602	1.2	0.6	8.2
182	04.09	Architectural Technology/Technician (NEW)	30.0	23	41	42	23	13	26	20.72	594	1.1	0.4	7.0
183	30.14	Museology/Museum Studies	30.0	3	38	68	55	21	13	20.36	644	2.0	0.5	3.0
184	01.03	Agricultural Production Operations	29.9	82	0	18	2	2	476	8.96	556	0.0	0.0	10.8
185	19.06	Housing and Human Environments	29.7	31	33	54	15	10	33	19.47	617	0.8	0.3	7.5
186	51.31	Dietetics and Clinical Nutrition Services (NEW)	29.2	32	17	9	62	46	34	16.99	540	2.2	0.8	6.8
187	09.04	Journalism	28.5	45	28	29	3	6	66	18.86	569	0.1	0.2	7.2
188	15.07	Quality Control and Safety Technologies/Technicians	26.8	58	16	12	4	4	124	16.52	545	0.2	0.1	9.3
189	31.01	Parks, Recreation and Leisure Studies	26.7	41	5	60	19	24	51	11.85	633	0.9	0.5	11.0
189	31.03	Parks, Recreation and Leisure Facilities Management	26.7	41	5	60	19	24	51	11.85	633	0.9	0.5	11.0
189	31.99	Parks, Recreation, Leisure and Fitness Studies, Other	26.7	41	5	60	19	24	51	11.85	633	0.9	0.5	11.0
192	43.99	Security and Protective Services, Other	26.2	57	3	6	24	25	117	10.59	510	1.1	0.5	10.8
193	41.01	Biology Technician/Biotechnology Laboratory Technician	25.8	17	13	44	62	34	18	15.11	595	2.3	0.6	6.0
194	03.05	Forestry	25.7	19	19	67	30	21	20	17.47	642	1.3	0.5	6.7
195	09.01	Communication and Media Studies	24.0	28	29	14	11	22	30	18.99	550	0.7	0.5	5.3
196	48.03	Leatherworking and Upholstery	23.2	26	2	2	64	60	27	10.25	498	2.3	1.1	9.0

Rank	CIP Code	CIP Title	Percentiles						Labor Market Data					BLS Ed & Train Code
			Score	Openings	Wage	ONET	Growth Rate	Turn-over Ratio	Openings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	
197	03.02	Natural Resources Management and Policy	22.0	11	21	76	20	7	16	17.75	655	1.0	0.3	5.9
197	03.99	Natural Resources and Conservation, Other	22.0	11	21	76	20	7	16	17.75	655	1.0	0.3	5.9
199	15.06	Industrial Production Technologies/Technicians	21.8	3	38	73	2	1	12	20.31	649	-0.4	0.0	6.0
199	15.15	Engineering-Related Fields (NEW)	21.8	3	38	73	2	1	12	20.31	649	-0.4	0.0	6.0
201	11.06	Data Entry/Microcomputer Applications (NEW)	21.6	53	10	4	0	1	109	13.85	504	-0.8	0.0	10.0
202	15.99	Engineering Technologies/Technicians, Other	21.4	0	35	74	6	4	11	19.83	651	0.3	0.2	6.0
203	10.01	Communications Technology/Technician	19.1	1	22	59	28	16	12	17.75	630	1.2	0.4	5.9
204	47.04	Precision Systems Maintenance and Repair Technologies	13.1	22	12	0	8	8	25	14.85	453	0.5	0.3	8.5

Explanations for Each Column of the Training & Education Resource Model (TERM) Report

Column		Explanation
A	Rank	This is the rank of the CIP (Classification of Instructional Program) by percentile score as shown in column D. Tie scores get tie ranks. Sometimes scores appear to be a tie, but if carried out to more decimal places, are not. Such CIPs are not assigned tie ranks.
B	CIP Code	CIP (Classification of Instructional Programs) code as assigned by the U.S. Department of Education. See Sources note below for more details.
C	CIP Title	The title of the training program, as assigned by the U.S. Department of Education Classification of Instructional Programs.
D	Score	The score is a weighted average of columns E through I. The weights used are 3, 3, 1, 1, 1, respectively. See Calculation Method note below for more details.
E-I	Percentiles	These 5 columns are the percentile scores of the data in columns J through N. Percentiles scores are used to compute different types of data in the model. For example, wages in dollars and growth in percentages. Tie scores produce tie percentiles.
J	Openings	The projected number of openings expected per year for the occupations within this CIP. If an occupation is contained in more than one CIP, its openings are distributed evenly among those CIPs. Projected openings based on revised 2006-2016 occupation projections.
K	Hourly Wage	The average of the wages of the occupations contained in this CIP, weighted by the number of openings in each occupation. Wages based on 2007 Occupational Employment Statistics (OES) survey.
L	O*NET Score	O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupations within this CIP, weighted by the number of openings in each occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation. See Sources note below for more information.
M	Growth Rate	The projected rate of growth in employment of the occupations in this CIP, weighted by the number of openings in each occupation. This number could be negative but usually is not. Occupational growth rate is from the revised 2006-2016 Occupational Projections produced by the AzDES Research Administration.
N	Turnover Ratio	This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the 2006-2016 occupational projections data.
O	BLS Education & Training Code	The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS). See detailed descriptions of the BLS codes on page two of these notes. Note that higher numbers indicate lower amounts of education or training time.

Sources	
1	Openings and wage data are produced by the Arizona Department of Commerce, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2007 OES survey, and openings are from the 2006-2016 occupational employment projections.
2	For the O*NET score, the O*NET database, www.onetcenter.org/database.html , version 12.0, was used.
3	CIP / SOC crosswalk source: National Crosswalk Service Center http://www.xwalkcenter.org/xwxwalk.html#SOCCIP
4	The education levels are from the Bureau of Labor Statistics website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/
Calculation method	
1	Hourly wages were calculated by dividing annual wages by 2080.
2	O*NET scores were calculated by occupation using the SOC (Standard Occupational Code). The scores for each 6-digit SOC were calculated by averaging the scores for the 8-digit O*NET occupations that comprise each 6-digit SOC.
3	In this iteration of the TERM, there were no restrictions on the BLS Training and Educational code. Note that the lower the training and educational time requirement, the higher the code numbers (see below).
4	Statistics by CIP (Classification of Instructional Programs) (except openings) were calculated by taking an openings-weighted average of the occupations in the CIP. For occupations appearing in more than one CIP, openings were evenly distributed among the CIPs. For example, if an occupation had 30 openings and was found in 3 CIPs, that occupation would be listed as having 10 openings in each of the 3 CIPs. After the openings were distributed in this manner, the number of openings in each CIP was calculated by summing the openings for each occupation within the CIP.
5	Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all CIP's involved in the tie.
6	The following formula determined the score for each CIP: $(3 \times \text{openings percentile} + 3 \times \text{wage percentile} + \text{ONET percentile} + \text{growth percentile} + \text{ratio percentile}) / 9$
BLS Education Codes	
1	First professional degree
2	Doctoral degree
3	Master's degree
4	Bachelor's or higher degree, plus work experience
5	Bachelor's degree
6	Associate degree
7	Post-secondary vocational training
8	Work experience in related occupation
9	Long-term on-the-job training
10	Moderate-term on-the-job training
11	Short-term on-the-job training
Questions and Comments	
	Direct questions or comments to Rick Van Sickle, 602-542-6481, RickV@AzCommerce.com or John Graeflin, 602-542-6492, JohnG@AzCommerce.com at Research Administration, Arizona Department of Commerce.